CHAPTER-5

FINDINGS

SUGGESTIONS

AND CONCLUSION
FINDINGS

- Majority of employees are working for more than 5 years in Hero Honda, GKN Driveline.
- Majority of employees are satisfied with the working conditions of the company and left employees who are dissatisfied with the working conditions may be due to lack of infrastructure.
- Majority of employees feel that the environment of the organization is motivating for them as it includes positive attitude of their seniors, recognition etc.
- Very few i.e. 14% of employees disagree that different departments in the organization co-operate with each other. The reason for this is due to their personal conflicts with each other and it may be due to that they are new in the organization and they are feeling difficulty to adjust themselves in new environment.
- Maximum number of employees feel that they are free to offer comments and suggestions in company and left employees feels that they are not free to offer comments and suggestions may be due to their lack of awareness regarding the rules and regulations of the company.
- Majority of employees have harmonious relationship with colleagues as they are working for last 3-5 years and they are living as a family.
- Almost all the employees feel that harmonious relationship with colleagues helps in increasing productivity and job satisfaction.
- Almost all the employees think that training programs oriented by company really helped in increasing productivity and job satisfaction.
- 14% of employees feel that company don’t provide fair compensation for their services/work.
- Almost all employees agree that company provides fringe benefits to them which includes insurance, health check up etc.
- Both the companies don’t provide benefits like retirement, pension scheme etc to those employees who are working for more than 5 years.
- Majority of employees feel secured about their job due to employee friendly environment in the company.
➢ 13% of employees are not satisfied with their job.

➢ Majority of employees feel proud to be the part of their organization.

➢ Majority of employees feel that their safety is a high priority for the company.

➢ Only few employees agree that there is a balance between predetermined objectives and resources provided by the company to achieve those objectives.
SUGGESTIONS

1. Although the employees who said that they are not satisfied with the working conditions of the company are less but company cannot ignore them. Company should try to satisfy those employees who are not satisfied with their job.

2. Company should try to satisfy those employees who don’t feel there is a co-operation among the employees of different departments and provide that environment that satisfy them.

3. Company should look after issues raised by 12-15% of employees who disagree that training programs oriented by the company are really helpful in increasing productivity and job satisfaction.

4. Company should look after issues raised by employees who are not satisfied with the fringe benefits provided by company.

5. Company should try to make free and comfortable to those employees who don’t feel free to offer comments and suggestions.

6. Although majority of employees feel that company provide fair compensation for their work and services but few disagree, so company should try to look into this matter by conducting meetings with them and with management.

7. Some of the employees are not satisfied with their job, company should try to find out the reasons that why employees are dissatisfied and try to make best efforts to remove/resolve for this dissatisfaction.

8. Company should look after issues raised by employees who think that safety of them is not a high priority for the company.
CONCLUSION
Work is an integral part of our everyday life as it is our career, livelihood or business. On an average we spend around twelve hours daily in work place i.e. One third of our entire life. It should yield job satisfaction, give peace of mind. Quality of work life is a philosophy a set of principles, which holds that people are the most important resource in the organization as they are trustworthy, responsible and capable of making valuable contribution and they should be treated with dignity and respect. A person with a high quality of life tends to feel as though all of their important needs and wants are fulfilled. They are generally happy and overall feel as though their life is good. A person without quality of life is lacking in one or several basic areas of his life. For example, the very ill or those who are no longer able to care for themselves or do activities they enjoy because of physical, mental or financial restrictions are often said to have a low quality of life refers to the favorableness or unfavourableness of a total job environment for people.

In my report I have cover quality of work life in automobile sector with special reference to GKNDriveline, hero Honda. Majority of employees are satisfied with work environment prevailing in their organization and are enjoying their job as they feel secured regarding their job. as co-operation is necessary not only in professional career but also in every sphere of life. It has been observed that employees of these organization agrees that there is a high level of co-operation not only in there department but also on the different departments of their organization. But there are also those employees who don’t feel secured and are not satisfy with their job. Company should try to find out the reasons for their feeling of insecurity and dissatisfaction regarding their job.as training programs plays a very important role in any organization as it helps to update the employees and training programs are also conducted in these organizations.